



# Equality Information 31 January 2017

## 1 INTRODUCTION

The Equality Act 2010 places a duty on the District Council to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between all persons i.e. removing or minimising disadvantages suffered by protected groups; taking steps to meet the needs of people from protected groups where these are different from the needs of other people and encouraging people from protected groups to participate in public life or other activities where participation is disproportionately low;
- foster good relations between all persons i.e. tackling prejudice and promoting understanding between people from different groups.

The Duty covers the following protected characteristics:

- race
- disability
- sex (gender)
- age
- marriage and civil partnership (with regard to eliminating discrimination)
- pregnancy and maternity
- religion or belief
- sexual orientation
- gender re-assignment

The Equality Duty requires the District Council to consider how the policies it puts in place, the decisions it takes and the services and other functions it delivers affect people from different protected groups. To demonstrate compliance with the duty, the Council is required to publish appropriate equality information about its employees and service users every year.

**This document updates where available the equality information published in January 2015.** It includes local and national data, equalities monitoring information collected by services, results from surveys and links to our [Equality Impact Assessments](#) (EIAs). Case studies are also included, highlighting our work in support of the duty.

The first section provides an overview of the area and functions of the District Council to provide the context. This is followed by equality information relating to our workforce and service users.

In publishing this information, the District Council has focused on information most relevant to furthering the aims of the Duty in line with EHRC guidance.

## 2 THE DERBYSHIRE DALES

### 2.1 District Profile

- A large rural district with a very low population density – 84% of people live in rural areas (below 10,000 population)
- The population of 71,116 is evenly spread across the area (69,000 in 2001)
- Half the area is within the Peak District National Park
- 49% of the population are male and 51% female (similar to the national position)
- The Dales is home to a high proportion of older people - people aged 65 and above make up 22% of the population (up from 19% in 2001) compared to 16% in England. Our older population is forecast to grow at a much higher rate than nationally over the next 20 years
- 12% (9,003) of Dales' residents provide unpaid care with 17% (1,546) of those that do providing 50 or more hours per week
- A low ethnic minority population – 97% of residents are White British (98% in 2001) compared to 80% (87% in 2001) in England
- Regarding long term ill health and disability, people whose day to day activities are limited make up 19% of the population (higher than the national average)
- 69% (79% in 2001) of residents describe themselves as Christian compared with 64% (72% in 2001) in England. 23% of residents declared no religious belief (13% in 2001) compared with 27% in England.

*Source: Data on gender, age, race, religion or belief and health is from the 2011 Census.*

*Population density is from Defra 2005*

*Note: All figures rounded to nearest % or thousand*

More information about our communities is available at: [2011 Census Summary Profile - Derbyshire Dales](#). Based on the make-up of the Dales' community, emphasis will continue to be placed on the needs of **older people** and **people with disabilities**.

### 2.2 Key Issues

The main challenges facing the Derbyshire Dales, identified through consultation with local people, are set out in our Corporate Plan 2015-2019, which provides the overarching policy framework for our annual [Performance Plan](#) (containing individual service plans). This means that everything the District Council does can be related back to the community's priorities. Their top priority is developing **a thriving district**, with three main issues:

- Business growth and job creation
- Affordable housing
- Market towns

Maintaining a clean and safe district is a further priority.

The Peak District Partnership agreed a [Statement of Priorities 2015-2019](#) in December 2014:

Priority 1 - Maximise the benefits for Peak District communities from programmes aimed at stimulating economic growth.

Priority 2 - Reduce health inequalities and improve wellbeing in the Peak District, focusing on individuals and communities with poorer health or difficulty accessing services.

More information on the key issues affecting the Dales is contained within our [LSP Evidence Base 2011](#), the [Business Peak District Concordat 2011](#), [Derbyshire Economic Assessment](#) and [Derbyshire Dales Health Profile 2015](#).

## **2.3 Derbyshire Dales District Council**

The District Council currently has 171 FTE employees and a headcount of 372 (number of posts). These include part-time, job-share, temporary and casual staff.

There are 39 elected Members of the District Council, representing 25 electoral wards. Many District Councillors are also parish or town councillors, and some are additionally Members of Derbyshire County Council and the Peak District National Park Authority.

The District Council is organised into seven departments with day-to-day management provided by a Corporate Leadership Team (CLT). Waste collection and recycling is undertaken by contractors. Social housing is provided by registered social landlords, not by the District Council. Revenues and Benefits Services are contracted out. ICT is provided by a joint local authority partnership.

## **2.4 Equalities Policies**

The District Council's [Equality & Diversity Policy](#) sets out our commitment to promoting fairness and equality, a corporate value of the Council, and to promoting the aims of the Equality Duty in all we do.

Updates on the Council's progress towards its equality objectives are produced annually and reported to Full Council. The most recent is available [here](#).

### 3. WORKFORCE INFORMATION AT JANUARY 2017

#### 3.1 Overall Workforce Profile

The make-up of the District Council's workforce is as follows:

		GENDER		AGE		ETHNICITY		DISABLED
		M	F	<=21 <=30	50-65	White British	BME	(Self- declared)
DDDC 2012	391	54%	46%	8% 26%	30%	99%	<1%	5%
DDDC 2013	355	54%	46%	8% 26%	33%	99%	<1%	4%
DDDC 2014	348	55%	45%	11% 27%	35%	99%	1%	5.7%
DDDC 2015	371	57%	43%	13% 28%	32%	100%	0%	4.9%
DDDC 2016	372	57%	43%	13% 27%	36%	99%	1%	5.9%

Source: Employee Equalities Monitoring November 2016, Employee records January 2017, Census 2011\*  
\*2011 Census measured 'people whose day- to – day activities are limited'

- The number of posts in the District Council has reduced from 391 in 2012 to 372 currently.
- The District Council's workforce is 43% female and 57% male; figures which remain stable and compare with the District's population of 51% female and 49% male.
- 36% of the workforce is aged 50 to 65 (up from 30% in 2012). This compares with 24% in the District.
- 1% of the workforce have reported themselves as being of an ethnic minority background (up slightly from 0% in 2015). This compares with 3% in the District.
- 5.9% of the workforce declared themselves as having a disability (up slightly from 5% in 2012 and from 4.9% in 2015). The most comparable definition currently from the 2011 Census is "people whose day to day activities are limited" who make up 19% of the district population. We retained our "Two Ticks" Positive About Disabled People accreditation following an annual audit of practises by Job Centre Plus.

## 3.2 Distribution of the workforce

The following tables set out the race, disability, gender and age distribution of the workforce by employment grades. Source – Employee Equalities Monitoring November 2016, Employee records January 2017.

### 3.2.1 Age distribution (full time and part time – all staff)

Grade	Posts	All Posts	Age Groups				
			<21	21-30	31-40	41-50	50+
Apprentice to Grade 5	number	261	43	49	40	48	81
	<b>% of the scale</b>	<b>70</b>	<b>16</b>	<b>19</b>	<b>15</b>	<b>18</b>	<b>31</b>
Grade 6 -9	number	73	0	6	10	25	32
	<b>% of the scale</b>	<b>20</b>	<b>0</b>	<b>8</b>	<b>14</b>	<b>34</b>	<b>44</b>
Grade 10+	number	38	0	2	7	16	13
	<b>% of the scale</b>	<b>10</b>	<b>0</b>	<b>5</b>	<b>18</b>	<b>42</b>	<b>34</b>
All Posts	Total number	372	43	57	57	89	126
	<b>% of posts</b>	<b>100</b>	<b>12</b>	<b>15</b>	<b>15</b>	<b>24</b>	<b>34</b>

The data for all staff shows that 70% of the organisation is grade 5 or below (grade 5,4,3,2 and apprenticeship grades). We have 10 staff currently on apprenticeship programmes. 10% of the organisation are grade 10 or above i.e. management grades. The all posts age profile shows 34% of staff are over 50 and 12% under 21.

From April 2016 for Spinal Column points 6-9 (i.e. up to £7.76 per hour) of the Council's grading structure, we pay a minimum hourly rate of £7.85.

### 3.2.2 Age distribution of work force at different grades – Full time

Grade	Posts	All posts No	Full time posts No	Age Group				
				<21	21-30	31-40	41-50	50+
Apprentice to Grade 5	Number	261	89	9	23	16	21	20
	<b>% of the scale</b>	<b>70</b>	<b>52</b>	<b>10</b>	<b>26</b>	<b>18</b>	<b>24</b>	<b>22</b>
Grade 6 - 9	Number	73	49	0	6	7	17	19
	<b>% of the scale</b>	<b>20</b>	<b>29</b>	<b>0</b>	<b>12</b>	<b>14</b>	<b>35</b>	<b>39</b>
Grade 10+	Number	38	33	0	2	6	13	12
	<b>% of the scale</b>	<b>10</b>	<b>19</b>	<b>0</b>	<b>6</b>	<b>18</b>	<b>39</b>	<b>36</b>
All posts	Number	372	171	9	31	29	51	51
	<b>% of FT posts</b>		<b>100</b>	<b>5</b>	<b>18</b>	<b>17</b>	<b>30</b>	<b>30</b>
	<b>% in all posts</b>		<b>46</b>	<b>2</b>	<b>8</b>	<b>8</b>	<b>14</b>	<b>14</b>

46% of all posts are full time. This table shows that most full time posts are held by staff in the 41-50 and 50+ age groups.

### 3.2.3 Age distribution of workforce at different grades (Part time & Casual workers)

Grade	Posts	All posts No	Part time posts No	Age Group				
				<21	21-30	31-40	41-50	50+
Apprentice to Grade 5	Number	261	172	34	26	24	27	61
	<b>% of the scale</b>	<b>70</b>	<b>86</b>	<b>20</b>	<b>15</b>	<b>14</b>	<b>16</b>	<b>35</b>
Grade 6 - 9	Number	73	24	0	0	3	8	13
	<b>% of the scale</b>	<b>20</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>33</b>	<b>54</b>
Grade 10+	Number	38	5	0	0	1	3	1
	<b>% of the scale</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>60</b>	<b>20</b>
	Number	372	201	34	26	28	38	75
	<b>% of PT posts</b>		<b>100</b>	<b>17</b>	<b>13</b>	<b>14</b>	<b>19</b>	<b>37</b>
	<b>% in all posts</b>		<b>54</b>	<b>9</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>20</b>

33% of all posts are part time staff and 21% are casual workers. This table shows that there is an even distribution in the total of part time staff and casual workers across the age ranges with the exception of over age 50 with 37% of post holders being part time.

### 3.2.4 BME distribution by grade

Grade	Posts	All posts No	BME Total
			No
Apprentice to Grade 5	Number	261	3
	<b>% of the scale</b>	<b>70</b>	<b>1.1</b>
Grade 6 - 9	Number	73	0
	<b>% of the scale</b>	<b>20</b>	<b>0</b>
Grade 10+	Number	38	0
	<b>% of the scale</b>	<b>10</b>	<b>0</b>
	Number	372	3
	<b>% of posts</b>		<b>0.8</b>

In 2016 0.8% of the workforce has declared their ethnicity as non-White British (i.e. those declaring that they are White Irish, White-other, Mixed, Asian/British, Black/British, Chinese, other, or not specified). This compares to 2015 where all of the workforce stated that they were of a White British origin

### 3.2.5 Disability (declared) distribution by grade

Grade		All posts	2016	2015	2014	2012
		No	No	No	No	No
Apprentice to Grade 5	number	261	17	13	16	16
	% of the scale	70	6.5	5	6.6	6.0
Grade 6 - 9	number	73	5	5	4	3
	% of the scale	20	6.8	6.7	5.7	3.5
Grade 10+	number	38	0	0	0	0
	% of the scale	10	0	0	0	0
	Total number	372	22	18	20	19
	% of posts		5.9	4.9	5.7	4.9

5.9% of staff have declared themselves as disabled, an increase of 1.0% compared to 2015 but similar to 2014.

### 3.2.6 Gender distribution by grade

The following table shows that the number of posts in the District Council has reduced from 391 in 2012 to 372 currently. There are more women in managerial posts (grade 10+) now than 4 years ago (50% compared with 28%) and slightly more men in apprentice - grade 5 posts (62% compared with 56%). There are less men in managerial posts now than 4 years ago (50% compared with 71%).

Grade		Total Posts (2012)	Total Posts (2016)	Females		Males	
				2012	2016	2012	2016
Apprentice to Grade 5	number	266	261	118	99	148	162
	% of the scale	68	70	44.4	38	55.5	62
Grade 6 - 9	number	86	73	50	42	36	31
	% of the scale	22	20	58.1	58	41.9	42
Grade 10+	number	39	38	11	19	28	19
	% of the scale	10	10	28.2	50	71.3	50
All Posts	Total number	391	372	179	160	212	212
	% of posts	100	100	45.8	43	54.2	57

### 3.3 Information on Sexual Orientation and Religion and Belief

Questions are included within annual employee monitoring. Although an increasing number of staff prefer not to provide this information.

SEXUALITY		
No. disclosed	Heterosexual	Lesbian/Gay/Bisexual
234 (2011)	97.9%	2.1%
198 (2012)	92.4%	0.5%
169 (2014)	98.8%	1.2%
210 (2015)	98.6%	1.4%
209 (2016)	98.1%	1.9%

RELIGION & BELIEF			
No. disclosed	Christian	Other	None
253 (2011)	68.8%	4%	27.3%
210* (2012)	62.4%	2.4%	29.1%
183 (2014)	63.4%	2.2%	34.4%
217 (2015)	59.9%	3.3%	36.9%
220 (2016)	61.4%	1.8%	36.8%

### 3.4 Gender pay gap

The District Council's annual Pay Policy Statement, required by the Localism Act, is available on the website, updated January 2017.

The total annual fulltime equivalent (FTE) salary cost for the 292 contracted employees is £6,581,088 (an increase from 275 contracted employees and £6,152,426 in 2015).

There are 130 female staff with a total annual FTE salary cost of £3,069,944 which equates to an average FTE female salary of £23,615.

There are 162 male staff with a total annual FTE salary cost of £3,511,144 which equates to an average FTE male salary of £21,674.

The gender pay gap is therefore £1,941 in favour of female staff. This is an increase from £850 in favour of women in 2016 and £419 in favour of women in 2015.



### 3.5 Occupational Segregation

OCCUPATIONAL GROUPS	GENDER		% OF TOTAL WORKFORCE
	M	F	
(i) Employees undertaking manual work	93%	7%	25%
(ii) Employees undertaking administrative roles	22%	78%	18%
(iii) Senior Management	56%	44%	2.4%

Whilst the proportion of male and female employees is generally balanced across the majority of roles, like in some other local authorities, a degree of 'horizontal segregation' remains in some areas of the workforce. This includes the proportion of male staff applying for and occupying roles involving (i) manual work, (ii) the proportion of females undertaking administrative roles and, but to a lesser extent, (iii) at senior management level.

### 3.6 Grievance and Discipline

Grievance and disciplinary records are maintained by Human Resources. The District Council has dealt with three grievances and ten disciplinary hearings.

The disciplinary hearings resulted in two dismissals, one final written warning, two first written warnings, one formal oral warning and four management instructions between January and December 2016. Due to the small numbers it is not appropriate to publish more detailed information to retain the confidentiality of staff involved.

### 3.7. Recruitment monitoring

The District Council collects equalities information from job applicants, but it is detached from application forms prior to them going to the recruiting manager for shortlisting to ensure that no discrimination occurs within our selection procedures.

	2010		2012		2016	
	All Applicants	Selected	All Applicants	Selected	All Applicants	Selected
	100%	100%	100%	100%	100%	100%
<b><u>GENDER</u></b>						
MALE	56%	55%	61%	48%	52.5%	58.1%
FEMALE	42%	45%	39%	52%	44.1%	41.9%
NOT SPECIFIED	1%	0%	0%	0%	3.4%	0%
TRANSGENDER	0%	0%	0%	0%	0%	0%
<b><u>AGE</u></b>						
UNDER 21	7%	10%	6%	7%	14%	23.3%
21 TO 30	34%	45%	29%	26%	29%	37.2%
31 TO 40	17%	10%	18%	22%	16%	14.0%
41 TO 50	24%	20%	25%	26%	20%	16.3%
OVER 50	15%	10%	20%	19%	16%	9.3%
DID NOT SPECIFY	4%	5%	1%	0%	5%	0.0%
<b><u>ETHNIC ORIGIN</u></b>						
WHITE - British	93%	95%	95%	100%	90.8%	97.7%
WHITE - Irish	1%	5%	0%	0%	0%	0%
WHITE - other	2%	0%	2%	0%	0.8%	0%
MIXED	0%	0%	0%	0%	0.8%	0%
ASIAN/BRITISH	2%	0%	0%	0%	2.3%	0%
BLACK/BRITISH	1%	0%	0%	0%	0.4%	0%
CHINESE	1%	0%	2%	0%	0%	0%
OTHER	0%	0%	1%	0%	0.8%	0%
DID NOT SPECIFY	1%	0%	1%	0%	4.2%	2.3%
<b><u>EXTERNAL</u></b>						
	95%	75%	96%	82%	82.8%	65.1%
<b><u>INTERNAL</u></b>						
	4%	25%	4%	19%	17.2%	34.9%
<b><u>NOT SPECIFIED</u></b>						
	1%	0%	0%	0%	0%	0%
<b><u>SEXUALITY</u></b>						
HETEROSEXUAL	92%	90%	92%	89%	86.6%	93.0%
GAY/LESBIAN/ TRANSSEXUAL/ BI-SEXUAL	2%	0%	2%	0%	3.4%	0%
NOT SPECIFIED	6%	10%	6%	11%	10%	7%
<b><u>RELIGION</u></b>						
CHRISTIAN	42%	40%	58%	67%	43.3%	44.2%
Buddhist,Hindu,Muslim,Sikh	2%	0%	1%	0%	2.7%	0%
OTHER	5%	10%	2%	0%	1.5%	2.3%
NONE	40%	40%	33%	26%	41.4%	41.9%
NOT SPECIFIED	11%	10%	7%	7%	11.1%	11.6%
<b><u>DISABILITY -</u></b>						
	4.0%	8.0%	4.9%	0.0%	5%	2.3%

### 3.8 Employee complaints related to discrimination

There have been no employee complaints received on the grounds of discrimination or other prohibited conduct identified under the Equality Act 2010.

### 3.9 Staff Engagement

The Employee Survey, quarterly Employee Group meetings and Joint Consultative Group meetings (with the Trade Unions) remain the District Council's main mechanisms for formal engagement on staff matters, including on any equalities issues identified by or affecting the workforce (any specific issues identified by individuals are dealt with on a one to one basis). Informal engagement includes: Core Briefings, team meetings, one to one meetings, a staff newsletter, the intranet, staff emails, screensavers and posters.

The employee survey is now undertaken every 2 years. The survey ran in November 2015 and the results were announced in January 2016 with 4 focus groups which took place in late January/early February. The focus groups are run to seek ideas for improvement in order to inform the improvement action plan. The improvement action plan was endorsed by the Corporate Leadership Team in February 2016 and will be monitored by the Employee Group to the date of the next survey in 2017.

### 3.10 Employment Policies and Procedures

The District Council continues to carry out proportionate Equality Impact Assessments (EIAs) of proposed changes to its policies and services to ensure due regard is given to the Equality Duty in its decisions. A programme of priority EIAs is agreed at the start of each year.

Future significant changes to the District Council's employment policies and procedures will be subject to EIA to ensure due regard to the Equality Duty.

### 3.11 Take up of Training Opportunities

127 members of staff underwent corporate and post entry training.

	TOTAL	GENDER		AGE		ETHNICITY		DISABLED
		M	F	<=21	Over 50	White British	BME	(Self-declared)
Numbers undertaking training	127	56%	44%	2%	31%	100%	0%	8.7%
Posts	372	57%	43%	13%	36%	99%	1%	5.9%

### 3.12 Return to Work Rates Post Maternity Leave

In 2016, there were no employees returning from maternity leave so this meant there were no requests from returnees to reduce their hours or to work flexibly.

We did not have any employees undertake Shared Parental Leave in 2016.

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## 4. SERVICE INFORMATION

The District Council collects a range of information about customers accessing its services and how satisfied or dissatisfied they are with them, to help make informed decisions about its policies, practices and services. Updated information is set out below, focusing on services where contact with the public is greatest.

A number of services collect information about their customers, usually broken down by gender, age, race and disability. It should be noted that sensitive information is not collected by the majority of services, unless directly relevant to the service provided.

Satisfaction information is primarily drawn from engagement with residents / service users via specific surveys targeted at service users and/ or available to the general public (details of [consultation undertaken by the Council](#) are available on our website).

Complaints information is recorded by Corporate Services which corporately co-ordinates any complaints received by the District Council.

The District Council has published corporate [Equality Monitoring Guidance](#) to help support services in determining whether they need to collect additional information and if so, how to go about it.

Our Performance Plan includes annual progress against performance indicators measuring the District Council's progress on promoting equality eg: percentage of District Council buildings open to the public in which all public areas are suitable for and accessible to disabled people.

This information, together with our equality profiles and other local and national data is used as appropriate to inform our [Equality Impact Assessments](#) which help us understand the potential impact of the Council's decisions. This documented process, backed up by Member and officer equalities training and a requirement to consider equalities implications in all [committee reports](#) (available to view on the District Council's website), helps demonstrate how the District Council gives due regard to the aims of the Equality Duty when making its decisions.

To reinforce the importance of considering equalities implications, and ensure this is reflected in the Council's decision making process, the following officer guidance has been prepared:

### **Guidance Note: Equalities and Decision Making**

The Equality Act 2010 places a Duty on the District Council to eliminate discrimination, harassment and victimisation, promote equality of opportunity and encourage good relations between different groups of people. The District Council must therefore ensure consideration is given to the aims of the Equality Duty in all its decisions.

To help demonstrate 'due regard' within decision making, a programme of priority Equality Impact Assessments (EIAs) is agreed with Members at the start of each year. It is important that Members are made aware of the impacts identified and mitigating actions proposed as a result of these EIAs prior to making their decisions.

Officers are therefore asked to adhere to the following guidance when preparing Committee reports:

- The EIA (once agreed with the Policy Team) should be listed as a Background Paper within the committee report, including details of where electronic and paper copies can be viewed (see below);
- A summary of the key issues and actions identified within the EIA should be included as an annex to the committee report (template provided) and a paragraph included in the main body of the report which: a) makes Members aware of the importance of considering the EIA when making their decision and b) highlights the key findings from the EIA
- A copy of the (full) EIA should be provided to Committee Services with the report for inclusion on the Committee Pages section of the Council's website (in the longer term EIAs will be placed on the Members Extranet. Officers will be notified at this time). Paper copies should be made available by the author of the Committee report on request.

Training material covering the Equality Duty and Equality Impact Assessments provided to Members and managers during 2015 is available on the District Council's internal network.

## 4.1 Housing Services

### 4.1.1 Home-Options (choice based letting of social rented housing)

During 2015-16 the District Council received 783 applications for housing. Of these, 422 were made 'live' and eligible to bid for housing.

Eligible applicants by age band	Female 'Live'	Male 'Live'	Female Housed	Male Housed	Total
Under 25	28	9	16	4	57
Between 25 and 39	49	36	37	17	139
Between 40 and 45	19	6	5	5	35
Between 45 and 49	7	4	8	11	30
Between 50 and 54	13	9	5	9	36
Between 55 and 59	3	7	4	7	21
60 and over	32	23	27	22	104
<b>Total</b>	<b>151</b>	<b>94</b>	<b>102</b>	<b>75</b>	<b>422</b>

Source: Home-Options Register, January 2017

*Note: 1) Applicants may have to wait before they receive an offer of available accommodation. Live and housed figures for one year are therefore not directly comparable but provide an indication of those accessing the service, the outcome and any potential inequality.*

*2) Number of female applicants remains disproportionate to the number of male applicants which is likely to be due to the higher proportion of female single parent households.*

Collecting information on disability enables the District Council to monitor any differences in the proportion of successful applicants and to take appropriate action.

Disability	Live	Housed	Total
I have a mental health problem	32	42	74
I have a hearing impairment	10	7	17
I have a visual impairment	10	5	15
I have a learning disability	0	0	0
I have a permanent physical disability	34	27	61

The total number of live applicants with a declared disability was 129, of which 63 were rehoused during the year.

The District Council records additional equality strands for Home-Options applicants. The information is provided on an entirely voluntary basis and for this reason, the numbers below may not add up to 422.

Applicant Ethnicity	Live	Housed	Total
White - English/Scottish/N. Irish/British	177	122	299
White - Irish	1	0	1
White - other	5	4	9
Mixed - other	1	0	1
Asian or Asian British - Indian	0	1	1

<b>Applicant Ethnicity</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Black or Black British - African	1	1	2
<b>Total</b>	<b>185</b>	<b>128</b>	<b>313</b>

<b>How would you describe your sexuality?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Bisexual	3	2	5
Gay man	2	5	7
Gay woman (lesbian)	1	1	2
Heterosexual (straight)	183	118	301
Other	1	1	2
Prefer not to say	13	5	18
<b>Total</b>	<b>203</b>	<b>132</b>	<b>335</b>

<b>How would you describe your religion?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Buddhist	0	2	2
Christian (all denominations)	114	62	176
Muslim	1		1
No religion	69	59	128
Other religion or belief	1	1	2
Prefer not to say	11	7	18
<b>Total</b>	<b>196</b>	<b>131</b>	<b>327</b>

<b>Is your current gender identity different from your gender at birth?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Yes	7	3	10
No	186	124	310
Prefer not to say	2	1	3
<b>Total</b>	<b>195</b>	<b>128</b>	<b>323</b>

<b>Are you married or in a civil partnership?</b>	<b>Live</b>	<b>Housed</b>	<b>Total</b>
Yes	24	13	37
No	54	35	89
Prefer not to say	2	1	3
<b>Total</b>	<b>80</b>	<b>49</b>	<b>129</b>

Source: Home-Options Register, January 2017

#### **4.1.2 Homelessness Services**

The Council monitors the numbers of those who are eligible to be treated as unintentionally homeless and in priority need, where there is a duty on the council to secure accommodation. The data below shows both the number and the percentage of those who are eligible as unintentionally homeless and in priority need for 2015-2016 and April 2016 - December 2016, analysed by age group, disability, ethnic group and gender.

**% Eligible unintentionally homeless and in priority need, 2015-16 and April - December 2016**

<b>Age</b>	<b>2015-16</b>		<b>April - December 2016</b>	
16-24	10	20.8%	3	10.7%
25-44	23	47.9%	15	53.6%
45-59	12	25.0%	5	17.9%
60-64	2	4.2%	1	3.6%
65-74	1	2.1%	3	10.7%
75+	0	0.0%	1	3.6%
<b>Total</b>	<b>48</b>	<b>100.00%</b>	<b>28</b>	<b>100.00%</b>

<b>Disability</b>	<b>2015-16</b>		<b>April - December 2016</b>	
Disabled	18	37.5%	11	39.3%
Non-disabled	30	62.5%	17	60.7%
<b>Total</b>	<b>48</b>	<b>100.00%</b>	<b>28</b>	<b>100.00%</b>

<b>Ethnicity</b>	<b>2015-16</b>		<b>April - December 2016</b>	
White	38	79.2%	23	82.1%
Black	0	0.0%		0.0%
Asian	0	0.0%		0.0%
Mixed	0	0.0%		0.0%
Other	0	0.0%		0.0%
Not stated	10	20.8%	5	17.9%
<b>Total</b>	<b>48</b>	<b>100%</b>	<b>28</b>	<b>100%</b>

<b>Gender</b>	<b>2015-16</b>		<b>April - December 2016</b>	
Couple	10	20.8%	9	32.1%
Female	13	27.1%	12	42.9%
Male	25	52.1%	7	25.0%
<b>Total</b>	<b>48</b>	<b>100.00%</b>	<b>28</b>	<b>100.00%</b>

**4.1.3 Services for women affected by violence**

Services will be planned and delivered at the county level by Community Safety at Derbyshire County Council. The District Council has previously enabled five houses in the Dales provided by Nottingham Community Housing Association which act as satellite



hostels from the women’s refuge in Amber Valley. The District Council provides additional support for floating services provided via Derbyshire County Council.

Derbyshire Police data on domestic violence offences and victims is published as part of their [Equality Information](#).

## 4.2 Leisure Services

The District Council operates leisure facilities in Ashbourne, Bakewell, Matlock and Wirksworth. Equalities information is collected annually from our leisure centre membership and helps inform activity programming and promotional activity. It should be noted that some people using the centres choose not to provide information.

The District Council procured a new on-line bookings and payments system for its leisure centres in 2015. This system provides better equalities monitoring information of leisure centre users.

### Leisure Service Membership (30<sup>th</sup> January 2017)

Age	Male	% Male	Female	% Female	Total
0-8	783		821		1604
9-15	671		704		1375
16-29	1838		1969		3807
30-39	820		989		1809
40-49	985		1375		2360
50-59	1018		1290		2308
60-64	372		511		883
65+	996		1000		1996
Unknown Age	187		268		455
Total	7670	46.00%	8927	54.00%	16597

The District Council continues to work with its partners to increase opportunities for everyone to take part in the activities it provides.

## 4.3 Waste and Recycling

The Council’s waste collection service is operated by Serco, which carries out regular surveys to provide further service take-up and customer satisfaction data, broken down by protected groups.

Findings from the Council’s On-line Panel survey in 2016 show that satisfaction levels with regard to waste and recycling collections (82%) remain high and on a par with previous results. Strong satisfaction with waste and recycling would suggest that the current contract has bedded down and is working very well.

## 4.4 Community Safety

The District Council's role as a lead partner within the Derbyshire Dales Community Safety Partnership (CSP) supports our duty to foster good relations between different protected groups. Through the CSP we work closely with the Police and other partners to keep crime low in the Dales and reduce the fear of crime.

Derbyshire Police carried out their *Over to You* survey in 2015 to assess a range of factors relating to satisfaction with services and with public perceptions of safety in local neighbourhoods. 65.4% of Dales residents agreed that the District Council and police are dealing with local anti-social behaviour and crime issues. The following table shows perceptions of safety, broken down by equality groups:

Over to You Survey, 2015: How much would you agree or disagree that the police and local council are dealing with the anti-social behaviour and crime issues that matter in your area?

	<b>Total agree</b>	<b>Strongly agree</b>	<b>Tend to agree</b>	<b>Neither agree nor disagree</b>	<b>Tend to disagree</b>	<b>Strongly disagree</b>
Derbyshire Dales Respondents	65.4%	11.5%	53.9%	19.8%	10.6%	4.2%
All Respondents	61.0%	12.0%	49.0%	23.4%	11.4%	4.2%
Event questionnaires	64.7%	12.8%	51.9%	22.1%	9.8%	3.3%
Online questionnaires	47.0%	9.1%	37.8%	28.3%	17.2%	7.5%
Police contact in past 12 months	57.6%	11.1%	46.5%	24.3%	12.1%	6.0%
Male	57.9%	11.6%	46.4%	23.6%	13.4%	5.1%
Female	64.6%		51.9%	23.1%	9.3%	3.1%
White	61.8%	12.2%	49.6%	23.1%	11.3%	3.8%
Eastern European**	48.8%	23.3%	25.6%	16.6%	29.4%	5.1%
Black & Minority Ethnic	55.6%	11.9%	43.8%	24.2%	11.9%	8.4%
Lesbian/Gay/Bisexual/Other*	69.6%	6.1%	63.5%	12.9%	9.7%	7.8%
Registered Disabled	62.5%	18.2%	44.3%	19.0%	8.4%	10.1%
Under 25 years	64.5%	9.8%	54.7%	23.5%	11.3%	0.7%
25 - 39 years	53.9%	11.2%	42.7%	27.5%	11.7%	6.9%
40 - 59 years	59.1%	13.0%	46.1%	23.0%	12.0%	5.9%
Over 60 years	64.8%	14.4%	50.5%	20.5%	10.4%	4.2%

Source: Safer Derbyshire Research & Information Team

Note: figures have been rounded and may not add to exactly 100.00%

\*Low number (60-100) questionnaires received so results should be treated with caution  
 \*\*Very low (less than 60) questionnaires received. Results have been included for completeness but may not be representative

In the District Council's On-line Panel Survey 2016, residents were asked if they felt safe when outside in their local area during the day and after dark. Derbyshire Dales was very strongly perceived as a safe place, with 81% of respondents feeling safe when outside in their local area after dark and 97% feeling safe when outside during the day.

Derbyshire County Council's Citizens Panel surveys also gather a range of information about residents' satisfaction with their local area and with services provided by Derbyshire County Council. In the February 2016 Citizens Panel survey, 3.4% (87) of respondents were very worried and a further 9.4% (243) were fairly worried about being subject to a physical attack because of their race, age, gender, sexuality, religion or disability. Residents were also asked how frequently a range of incidents occurred in the streets around their homes.

Derbyshire Citizens' Panel Survey 2016: How often do you think these incidents happen in the streets around your home?

People being attacked / harassed ...	Very often	Quite often	Not very often	Hardly ever	I don't know
.. because of their skin colour, ethnic origin or religion	11 0.4%	61 2.4%	554 21.5%	1200 46.5%	755 29.3%
.. because of their age	12 0.5%	79 3.0%	552 21.3%	1219 47.0%	732 28.2%
.. because of their gender	9 0.3%	52 2.0%	516 19.9%	1199 46.3%	816 31.5%
.. because they are disabled	16 0.6%	62 2.4%	489 18.9%	1239 47.8%	788 30.4%
.. because of their sexuality	8 0.3%	69 2.7%	509 19.6%	1143 44.1%	864 33.3%

Source: Derbyshire Citizens Panel Survey, February 2016

**Hate crime and hate incidents**

[Derbyshire Constabulary](#) publishes information on hate crime incidents broken down by division and an overall breakdown of incidents by equality strand.

Racially motivated offences data year to date 2013-14 to 2015-16 showing volume and percentage change

	2013-14 YTD	2014-15 YTD	2015-16 YTD	Volume change	% Change on last year
B division	39	78	77	-1.0	-1.3
C division	118	208	264	26.9	26.9
D division	263	535	520	-2.8	-2.8

	2013-14 YTD	2014-15 YTD	2015-16 YTD	Volume change	% Change on last year
Total	420	821	861	40	4.9

Source: Derbyshire Police, Equality Information 2016

There was a 4.9% increase in hate incidents captured this period across the force area, which covers Derby City and Derbyshire County. Incidents recorded have seen the highest increase of 26.9% in C division and a reduction of -1.3% on B division; D division have seen a reduction of -2.8%. Incidents with the hate motivation relating to all strands excluding LGB & Transgender have increased.

Derbyshire Police Reported Hate incident data year to date 2013-14 to 2015-16 by hate motivator

Hate motivator	2013-14	2014-15	2015-16
Race	443	614	626
Religion	22	23	40
LGB & Transgender	79	126	112
Disability	31	47	70
Other	5	11	13

Source: Derbyshire Police, Equality Information 2016

**Third party hate incident reporting: Stop Hate**

Stop Hate provides a third party reporting service for Derby city and Derbyshire county. The highest proportions of reported incidents relate to reports of racial hate and make up 28% of all reports. This is in significant as the proportion of official police reports for racial hate comprises of 73% of all reports, suggesting that reporting to SHUK is in line with official police reporting.

Stop Hate: total contacts by quarter for year to 31/03/15 by hate crime type of motivation

Type of motivation	Q1	Q2	Q3	Q4	Total
Age	0	0	0	0	0
Disability	0	3	3	1	7
Gender Identity	0	2	0	1	3
Race	1	4	8	1	14
Religion	0	0	2	2	4
Sexual Orientation	0	0	0	0	0
Other	1	0	3	0	4
Non-hate crime	3	2	5	0	10
Multiple motivations	0	0	2	0	2

Type of motivation	Q1	Q2	Q3	Q4	Total
<b>Total</b>	5	11	23	5	44

Source: Stop Hate UK

#### 4.5 Disabled Facilities Grants

Disabled Facilities Grants help disabled people of all ages to make the changes they need to their home. For example to:

- widen doors and install ramps
- improve access to rooms and facilities such as stairlifts or a downstairs bathroom

In 2016, 68 disabled people received facilities grants.

##### Disabled Facilities Grants by ethnic group, 2016

Ethnic group	No.
White British	65
Other	1
Prefer not to say	2

#### 4.6 On-line Panel

Derbyshire Dales District Council has recruited an On-line Panel comprised of 714 residents in September 2016; 354 people (50%) responded. Equality monitoring data from the 2016 survey shows that 54.62% of respondents were male; 6.73% were disabled; and 55.62% were Christian with a further 35.16% having no religion or belief.

Age range	%	No.
16-17 years	0.29%	1
18-24 years	0.00%	0
25-34 years	1.16%	4
35-44 years	9.83%	34
45-54 years	16.18%	56
55-59 years	13.87%	48
60-64 years	15.61%	54
65-74 years	32.66%	113
75 years and over	10.40%	36

Ethnic group	%	No.
White - English / Welsh / Scottish / Northern Irish / British	95.91	
White - Irish	0.58	
White - Gypsy or Irish Traveller	0.58	

<b>Ethnic group</b>	<b>%</b>	<b>No.</b>
White - Any other White background	2.34	
Mixed / multiple ethnic - White & Black Caribbean	0	
Mixed / multiple ethnic - Black African	0.29	
Mixed / multiple ethnic - Asian	0	
Any other Mixed / multiple background	0.29	
Indian	0	
Pakistani	0	
Bangladeshi	0	
Chinese	0	
Any other Asian background	0	
African	0	
Caribbean	0	
Any other Black / African / Caribbean / Black British background	0	
Arab	0	
Any other ethnic group	0	

<b>Sexual orientation</b>	<b>%</b>	<b>No.</b>
Heterosexual	89.77%	307
Gay	0.88%	3
Lesbian	0.58%	2
Bisexual	0.29%	1
Prefer not to say	8.48%	29

#### 4.7 Service Complaints

The District Council received 47 Formal/Official complaints between 1<sup>st</sup> January 2016 and 31<sup>st</sup> December 2016, compared to 35 official complaints in 2015. Of the complaints made in 2016, 3 complainants (6.4%) completed the equalities monitoring form. None of the complaints related to equalities issues.

<b>Year</b>	<b>Age</b>								<b>Prefer not to say</b>
	<b>16-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-74</b>	<b>75+</b>	
<b>2014</b>	-	-	-	66.66%	-	-	-	-	33.33%
<b>2015</b>	-	-	-	-	-	-	33.33%	-	33.33%
<b>2016</b>				33.33%		66.66%			

Year	Gender			Disability			Race		
	Male	Female	Prefer not to say	Yes	No	Prefer not to say	White British	White Other	Prefer not to say
2014	66.66%	33.33%	-	33.33%	66.66%	-	100%	-	-
2015	33.33%	-	-	33.33%	-	-	-	-	33.33%
2016	66.66%	33.33%		33.33%	66.66%		100%		

Year	Religion or Belief								
	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No religion at all	Prefer not to say
2014	100%	-	-	-	-	-	-	-	
2015									33.33%
2016	33.33%							33.33%	33.33%

Year	Sexual Orientation					
	Heterosexual	Bisexual	Gay Man	Lesbian / gay woman	Other	Prefer not to say
2014	66.6%	-	-	33.33%	-	-
2015	-	-	-	-		33.33%
2016	100%					

Year	Gender Reassignment			
	Yes	No	Prefer not to say	Did not answer
2014	33.33%	33.33%	-	33.33%
2015	-	-	-	-
2016		100%		

## 5. Addressing Gaps in information / Future reporting

During 2016-17, additional information about those accessing District Council services and their satisfaction with them was captured from the following sources:

- An On-line Panel Survey was used in November 2016 to gather information with regard to residents' satisfaction with their local area and with District Council services (see 4.6 above). Findings were reported to [Council on 24 November 2016](#).

Work is continuing to encourage relevant services to improve monitoring where appropriate, focusing on outward facing services most relevant to the duty and where contact is greatest with the public.

## 6. Further Information

For further information please contact:

Policy Manager  
 Regeneration & Policy Department  
 Derbyshire Dales District Council  
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 DE4 3NN

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DDDC Corporate Plan 2015-2019 – aims & priorities

Priority for improvement and focussed attention – a thriving district

**1. Business growth & job creation**

*Help new businesses to start*

*Help existing businesses to grow*

*Promote key development sites in/around towns*

**2. Affordable housing**

*Identify and deliver new affordable housing sites*

*Improve housing opportunities for vulnerable people*

**3. Market towns**

*Reviving stall markets*

*Seeking public realm improvements*

Areas for maintaining performance – a clean and safe district

Continue to seek efficiencies and innovative working practices across all areas